

Supplier Code of Conduct with the Allgaier-Group

Comment on the gender-neutral formulation:

For reasons of better readability, the text does not use a gender-neutral wording. Of course, all formulations are equally applicable to all genders.

Preamble

The Allgaier-Group is an international family business with a long tradition. The innovative products and solutions in our business sectors Automotive and Process Technology have an excellent reputation among business partners, customers and suppliers.

In order to maintain this high reputation, the ethical, responsible, and legally compliant behavior of every supplier is essential.

The Supplier Code of Conduct of the Allgaier-Group describes applicable standards for all suppliers, which ensure mutual respect, honesty and fairness in dealing with each other. It applies to all entrepreneurial activities with the Allgaier-Group worldwide. The supplier is therefore committed to social responsibility. The Supplier Code of Conduct gives orientation and sets standards for entrepreneurial action between suppliers and the Allgaier-Group.

Laws and guidelines

The Allgaier-Group expects its suppliers to comply with the relevant national laws, the principles of the United Nations Global Compact and this Supplier Code of Conduct in their activities.

Discrimination

The Allgaier-Group expects its suppliers to have equal rights for its employees. The supplier obligates to ensure equal opportunities and does not accept discrimination. No employee may be treated differently based on their ethnic and social origin, religion, race, skin color, sexual identity, ideology, gender, age or disability.

Human rights violation

The Allgaier-Group expects its suppliers to support and respect international human rights. Suppliers must ensure that they are not complicit in human rights abuses. Suppliers must ensure that they comply with internationally recognised human rights and do not engage in any human rights violations or are complicit.

Child- and forced labour

The Allgaier-Group expects its suppliers to refrain from any form of child labour in its activities according to the Agreement No. 138 of the International Labour Organization and Forced Labor and to refrain from using it externally, unless it is based on the legal basis of rehabilitation.

Conflict Minerals

The Allgaier-Group expects its suppliers to ensure that products and materials supplied do not consist of metals or minerals originating in conflict regions that directly or indirectly finance armed groups.

Freedom of association

The Allgaier-Group expects its suppliers to pay attention to national legislation regarding the right of employees to represent workers and to conduct collective bargaining. Suppliers must accept and recognise the creation of operational or trade union advocacy of employees.

Business behaviour

The Allgaier-Group expects the supplier to be guided by the fair, legal and open market. The supplier may not make any agreements or understandings with competitors, customers and subcontractors who may, directly or indirectly, influence the business relations in an unlawful manner. The rules of competition and antitrust law are mandatory. In particular, there are no discussions with competitors in which prices, costs and capacities are coordinated.

Corruption

The Allgaier-Group does not tolerate corrupt actions of its suppliers and expects an active approach to combating corruption. All decisions are made free of personal interests based on the business objective and are solely used to ensure sustainable business success.

Gifts, invitations and other benefits

Giveaways, invitations, small gifts (under € 50) and similar perks are permitted if they are not used for the purpose of achieving business benefits.

Invitations to employees of the Allgaier-Group by suppliers to business lunches or to events can be accepted if the acceptance of a legitimate business purpose is ensured and take place within the scope of the actual cooperation. Allgaier rejects invitations in which the supplier covers travel and accommodation costs. The acceptance of gifts of money is prohibited in any case.

Occupational safety, health and working hours

The Allgaier-Group expects the supplier to comply with the respective national laws on working hours at all locations in addition to the site-specific health and safety regulations, based on the applicable legislation.

Environmental protection and energy management

The Allgaier-Group expects its suppliers to use natural resources sparingly, to use energy efficiently and to comply with the applicable national environmental laws, regulations and standards. The Allgaier-Group also expects the supplier to set up and apply an environmental management system in accordance with ISO 14001.

Privacy policy

The Allgaier-Group expects its suppliers to keep all information concerning the company and its business partners confidential. Such information may not be disclosed to third parties unless it is otherwise publicly known or accessible.

Confidential information may only be disclosed to employees or contractual partners if they are, due to their tasks, authorised to inform.

All suppliers are bound by the data protection laws. In particular, personal information is subject to strict storage and usage and may only be collected processed or used for specified, explicit and legitimate purposes.

Implementation and compliance with the Supplier Code of Conduct

Compliance with the Supplier Code of Conduct is binding for all suppliers. It is therefore the responsibility of each supplier to ensure that its employees and subcontractors know and adhere to these guidelines.

Compliance with the provisions of the Supplier Code of Conduct is of great importance to the Allgaier-Group. Each supplier is therefore required and encouraged to align its actions with the principles of the Supplier Code of Conduct and to fully comply with the anchored principles.